

COMMONWEALTH COMMUNIQUE

OCTOBER 2004

A PUBLICATION FOR STATE EMPLOYEES

VOLUME 3, ISSUE 4

FROM THE SECRETARY EMPLOYEE HEALTH AND WELLNESS

By Bob Ramsey Sr.
Personnel Cabinet Secretary

When Governor Fletcher gave his first State of the Commonwealth speech in January, he spoke of many important issues facing Kentucky.

One of those issues is one that affects us all – health care.

Health care, Governor Fletcher said in his address, is part of opportunity. Having the desire to work in Kentucky means having the desire to live here, and living here demands access to top-flight health care.

But we have problems, Governor Fletcher added.

"The cost of health care is growing out of control," Governor Fletcher said. "...We are sorely lacking in public education on healthy living habits. Compared to the rest of the

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Governor Ernie Fletcher and First Lady Glenna Fletcher (center) posed with cabinet representatives at the KECC kickoff on August 18. See pages 6 and 7 for more kickoff photos.

PHOTO BY
CREATIVE SERVICES



A MESSAGE FROM GOVERNOR FLETCHER

Dear Employee,

In recent weeks many of you have written, e-mailed and called me expressing concern about the changes announced for the Public Employee Health Insurance plan. Let me first say I hear your concern and I understand the frustration that so many of you are feeling. I have also experienced a great deal of frustration dealing with a problem that has been neglected for so many years by my predecessors.

You must know that I hold you and the service you provide to the citizens of our Commonwealth in the highest regard. I recognize that for years, many of you have found great comfort in the benefits provided for you. During those years, you deserved to have these benefits better managed by those you elected; had they done so, the discomfort now being felt by so many of you would not be nearly as difficult.

However, my administration moved beyond just talking about the problems. We focused on finding solutions – solutions to the \$1 billion shortfall in the General Fund we inherited; solutions for the stagnant economy we inherited; solutions to the unsustainable cost of the Public Employee Health insurance plan;

and, among many other things, solutions to the lagging salaries of teachers and state employees.

We are solving the shortfall in the General Fund and have balanced the state's checkbook. We have seen more than 60,000 new jobs created in our Commonwealth.

Let me first provide some context for the magnitude of the problem we were, and are, facing. The antiquated design of previous benefits packages, though beneficial to the employee, actually encouraged over-utilization, which is the largest driver of the skyrocketing costs. In fact, we were facing nearly a \$1 billion price tag for 2006 had we not changed the plan. Further, the plan did little to encourage wellness or reward people for making healthy choices.

Finally, the plan had long been criticized for being discriminatory because employees in different parts of the state, though working the same job and getting the same pay, were paying dramatically different contributions for their health insurance, getting different numbers of options of carriers, getting significantly differing plan options, and (if they needed family coverage)

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If you are unable to access the *Communiqué* online, please let us know, and we will make a printed copy available to you.

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COMMONWEALTH
COMMUNIQUÉ

Have a suggestion for the *Communiqué*?

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Do you need a printed copy of this newsletter?

Let us know!

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Q&A FINANCE AND ADMINISTRATION CABINET SECRETARY ROBBIE RUDOLPH

Note: *This is the second installment of Q&A, a new feature that will introduce a member of Governor Fletcher's administration in each issue of Communiqué.*

Robbie Rudolph was appointed secretary of the Kentucky Finance and Administration Cabinet by Governor Ernie Fletcher on December 15, 2003.

Rudolph, a Murray businessman, is owner and president of Rudolph Tire, a company he built from the ground up. He opened his first store in 1981 and expanded his business to five locations within five years. After selling those five stores, Rudolph Tire turned its focus to the wholesale industry and currently does business in 48 states, Western Europe, the Caribbean, South America and the Far East.

A strong supporter of our state universities, Rudolph has worked tirelessly for the Murray State University Racer Foundation -- of which he served three terms as chairman.

In addition to his business successes, Rudolph is personally dedicated to improving the lives of others. In 1988, he founded the Amazon Valley Mission Organization (AMOR), a team of volunteer dental and medical professionals, who provide dental work, medical care and eyeglasses, oversee construction projects and teach Bible school in the very poorest areas of Brazil.

A native of Fulton, Kentucky, Rudolph is a graduate of Fulton City High School and attended Murray State University. He is an active member of the First Baptist Church in Murray and a member of



SECRETARY ROBBIE RUDOLPH

the Murray Chamber of Commerce.

Rudolph and his wife Lisa, a registered nurse, have two children, Mallory and Grant.

Question: Where were you born and what was your family life like growing up?

Answer: I was born and raised in Fulton in the far western part of the state. My mother died in a car accident when I was a freshman in high school. Her mother, my grandmother, came to live with us shortly after my mother's death. She died in a car accident a year and a month later. I have a younger sister, who is a dentist in Louisville. My father, who was also a dentist, passed away about eight years ago.

Question: As a child, what did you want to be when you grew up?

Answer: I wanted to be a dentist because my father was a dentist. Of course, my sister is the one who ended up being a dentist and I went into the tire business.

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getting much less state subsidy by percentage. This is the problem we inherited.

With this in view, the first phase of our solution is designed to help hold back the rate of the increase in the plan's costs by making the plan more consistent with what the rest of the taxpayers in Kentucky have available to them, more consistent among employees in different regions of the state, and more encouraging of health rather than disease.

This redesign was filled with tough decisions – decisions over which I have agonized because of the impact I knew they might have on you and your family. What I did not have, however, was the option of doing nothing except throw more money at the problem. So we made the tough choices that leaders must make – that many of you make every day in your profession and at home.

- We preserved the primary and necessary provisions of the benefits so we could ensure that employees have access to adequate coverage, while at the same time eliminated the features that were driving costs out of control.
- We designed the bid proposal so that no matter how many companies bid on a region, the contract was awarded just to one carrier with the best bid in order to ensure the most competitive pricing possible.
- We created salary bands so those employees making less could pay less for their coverage.
- We increased the state's portion of the overall cost to 70% next year, which alone amounts to \$44 million more from the state treasury going into employee health insurance.
- We self-funded two regions and, by tough negotiations, saved another \$10 million, which we used to subsidize all premium charges except those for singles.
- Given our improving economy, we contributed an additional \$9.2 million to subsidize individual employee premiums and make them half of what they were projected to be in the plan twice voted for by the House Democrats.
- We provided a discount for non-smokers and added \$200 for each employee to get an annual physical. On top of all this, we added more money for

raises, so that each employee will get a 3% raise (This exceeds what almost every other state was able to do).

And now, the difficult choices we made regarding your insurance plan are making a difference. Our increase for next year is only 7.2% (more than 17% less than the lowest projections and more than 4% lower than the national average this year). If we had not made these changes, the plan would have gone up an additional \$109 million, which the state didn't have and we knew could not be passed along to each of you.

I know these changes are difficult for many of our employees, but they are much better than what we would have been facing had we not made the careful, courageous changes we made. We are doing something to help ease the potentially impossible financial situation that a small number of our families may face due to unexpected circumstances. We are creating a "health disaster relief fund" that we hope to have in place by the time the new plan takes effect in January.

Again, let me say that I know the present circumstances are frustrating for you; they are for all of us. You must know how deeply I care and it is that deep concern for the well being of you and your family that would not allow me to sit idly by, doing nothing but promise more and provide less and play politics with your insurance and health care.

These are the first difficult steps to addressing a problem that has been allowed to fester for far too long. Our journey of trying to better control the increase in health insurance costs will not be an easy one. However, working together we can better ensure the best possible outcome. We must make healthier choices and continue our diligent efforts to create greater opportunity for every citizen of our Commonwealth.

Thank you for giving me this opportunity to address an issue of great concern to all of us. Thank you as well for your significant contributions to our Commonwealth.

Sincerely,



Governor Ernie Fletcher

DOUG TRAVIS**CAREER SPANS 56 YEARS**

On July 16, Governor Ernie Fletcher recognized Kentucky Department of Fish and Wildlife Re-



DOUG TRAVIS

sources employee Doug Travis for more than 56 years of service to outdoors enthusiasts. Travis is the longest-serving state employee in Kentucky and the third longest-serving state employee in the United States.

"Through his loyalty and strong work ethic, Mr. Travis is an inspiration to all of us who work for this Commonwealth," said Governor Fletcher. "I admire his dedication to public service and offer my sincere gratitude for his years of hard work."

Travis began his career as a conservation officer with Fish and Wildlife on Dec. 8, 1947, just two years after the founding of the department. His starting salary was \$135 per month. He eventually moved from law enforcement to conservation education, where he instructed more than 300,000 children in swimming, boating, water safety and hunter education.

In 1975, Travis became director of Camp Currie, a conservation camp on Kentucky Lake, and held that position until 2000. During his long career, Travis has received recognition and awards from organizations such as the International Association of Hunter Education, the National Water Safety Congress and the Kentucky Hunter Education Association. Travis is a recipient of the National Service Medal and the Medal of Humanity from the American Red Cross.

Travis, 85, lives in Paducah and continues to serve as a conservation education program leader.

BEST KEPT SECRETS OLD FORT HARROD GUN COLLECTION

In the elegant Greek Revival mansion that houses the museum of Old Fort Harrod State Park is a room that tells the history of the settlement of Kentucky through rifles, handguns, and swords.

Enclosed in glass cases are nearly 50 rifles dating from pioneer days to the late 18th century. One flintlock long rifle is believed to date from the time that Kentucky's first settlement was built here in 1774. Other long rifles are nearly as rare, dating from perhaps a few years later.

Along another wall is a collection of carbines that illustrate how rifles evolved to compact, repeating-fire weapons by the last quarter of the 1800s.

Visitors to the Weapons Room also find the collection of nearly 100 handguns to be fascinating, says Park Manager Joan Huffman. They range from a huge blunderbuss from the late 1700s to a tiny pistol disguised as a writing pen, dating from the early 1900s. Also on display are more than a dozen swords. On another wall are displayed bullet molds and power horns.

Other exhibits in the museum illustrate the domestic side of pioneer life, displaying a variety of implements and tools used to prepare food and weave fabrics. Another room is devoted to Kentucky's most famous son, Abraham Lincoln. It includes a life-sized portrait of Lincoln. A few steps away is a brick building that houses the cabin in which Lincoln's parents were married in 1806.

A huge stone monument nearby pays tribute to George Rogers Clark, the intrepid explorer who opened up the old Northwest Territory to settlement. Clark is depicted in the center of a tableau of five pioneer figures.

The monument was dedicated in November 1934 by no less a personage than President Franklin Roosevelt. The president was accompanied by First Lady Eleanor Roosevelt, Governor Ruby Laffoon, and Senator Alben Barkley.

The park is on US 68 in Harrodsburg and is open daily through October.

FAMILY FUN AT KENTUCKY STATE PARKS



The beauty of the fall season is evident throughout Eastern Kentucky, including on this road in Pine Mountain State Resort Park in Pineville.

PHOTO COURTESY OF
DEPARTMENT OF
TOURISM

KENTUCKY ROAD TRIPS SPOTLIGHT ON EASTERN KENTUCKY

"If you've never been to Eastern Kentucky, please accept my invitation to come and spend some time with us," says Nancy Price, general manager of Paintsville Tourism. "Our friendly Appalachian culture and natural scenic beauty will bring you back again and again."

Located in Johnson County, an easy drive of three or four hours down I-64 from Lexington, much of Paintsville's scenic beauty comes from the town's mountain backdrop. Residents also boast of having one of the best lakes in the state, Paintsville Lake, only four miles out of town.

"The lake is so clean that you can clearly see six to ten feet into the water," says Price, "and the campground is amazing."

One of Kentucky's most popular state parks, Jenny Wiley State Resort Park in Prestonsburg, is only a 20 minute drive from Paintsville and features a beautiful lodge, but Price says the campground at Paintsville Lake State Park can't be beat for those on a really tight budget. With a camping fee of \$24 per night, a stay at the campground "is a

great way to spend time with your family and not go bust," she explains. Regardless of your budget, the campground is also a great place to stay for anyone who simply prefers the camping experience, or who wants to take advantage of its many activities for families.

The campground includes on-site laundry facilities, playgrounds, horseshoe pits, a sand volleyball court and a basketball court. Campers can enjoy primitive camping, take advantage of electric water and sewer hook ups or really rough it in an RV. The large RV campground opened in 2001 and includes RV sites adapted for campers with physical disabilities.

In addition to boating and camping, there are more attractions in Paintsville and Johnson County, as well as neighboring Floyd County, for every age and interest.

KENTUCKY'S MUSIC HERITAGE

Johnson County proudly boasts of being home to country music stars Loretta Lynn and Crystal Gayle, whose childhood home was a

See ROAD TRIP Page 5

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cabin in Butcher Hollow - near the tiny town of Van Lear outside of Paintsville. The "holler" and the cabin were made famous by Lynn's autobiographical song "Coal Miner's Daughter," which inspired the movie of the same name. The tumble-down cabin was rebuilt for the movie and it still stands, welcoming visitors.

If your timing is right, you may see one of the famous sisters perform just a few miles from Paintsville down Highway 23 at the Mountain Arts Center in Prestonsburg. Highway 23 is also known as Country Music Highway for the many talented musicians the area has produced.

HISTORY

Everyone will enjoy a visit to the Mountain Home Place, a working farm of the 1850's era. A visit to the farm is a historical learning experience as well as fun. The Welcome Center includes a Museum Of Appalachian History and a gift shop that features arts and crafts from the Eastern Kentucky region.

History buffs will also enjoy a visit to Paintsville's Mayo Methodist Church, home to a pipe organ that was donated by Andrew Carnegie. One of the last remaining Carnegie pipe organs in the United States, it continues to be used during every church service. The church is also known for its structure and stained glass windows.

Visitors may notice that that the church is just one of many facilities in Paintsville and other parts of Eastern Kentucky bearing the Mayo name. Die-hard history buffs may want to read about the patriarch of the Mayo family, John Mayo, a poor boy who became a wealthy coal baron. He's buried atop a hill in Paintsville and his wife is buried behind Paintsville's Mayo Mansion.

JENNY WILEY STATE RESORT PARK AND DEWEY LAKE

While visiting Paintsville, you may want to take the short 20-

minute drive from Paintsville to Jenny Wiley State Resort Park, which is six miles out of Prestonsburg in Floyd County. If you want to save the trip for another time, the park is about 115 miles from Lexington.

Overnight visitors to Jenny Wiley may stay at the park's beautiful mountain lodge, in one of its rustic cabins or at the campground. Activities include a pool, nature trails, golf and an amphitheatre, which offers plays and musical performances during the summer season. In addition, the wooded hills of the park rise 700 feet above Dewey Lake, which offers boating, boat rentals and other water activities.

The park is named for a pioneer woman, Jenny Wiley, who witnessed the murders of her brother and her five children before she was captured by the Shawnees. She escaped after being held captive for several months. She was reunited with her husband, Thomas, and had five more children. She died in 1831 at age 71 and is buried east of Paintsville.

BREAKS INTERSTATE PARK

If you would like to continue your stay in the mountains of the Kentucky and Virginia border area, travel 50 miles from Prestonsburg (160 miles from Lexington) to Breaks Interstate Park. The park offers a lodge, cabins and camp sites and is jointly operated by the two states it straddles - Kentucky and Virginia.

Breaks Interstate Park takes its name from the largest canyon east of the Mississippi - the Breaks. Carved by the Russell Fork River, the canyon is a five-mile cut with the river running between pallsides 1,000 feet high. The park's motor lodge is built on the rim of the canyon and features balcony rooms with canyon views.

The park's features also include a pool, white-water rafting and other water sports, horseback riding, hiking, mountain biking and an amphitheater.

SPECIAL EMPLOYEE RATES AT STATE RESORT PARKS

Parks is now offering state employees a special rate of \$55 per night for a lodge room at a Kentucky State Resort Park.

The rate applies to both leisure and business travel. As a bonus, an employee traveling on business may stay in a cottage at a discount. Just book the cottage, inter-account your agency for \$55 and pay the difference. This rate is also available for employees attending state group meetings.

To take advantage of this offer, simply contact your favorite park, identify yourself as a state employee and ask for the state government rate. There are a limited number of rooms available at this rate, so book early. The discount may not be available during special events and holidays.

HISTORICAL SOCIETY OFFERS WEEKEND HOURS

The Kentucky Historical Society is now opening its doors on weekends to its three facilities in Frankfort. For one admission charge of \$4 per adult and \$2 per child, a patron may tour the Kentucky History Center, the Old State Capitol and the Kentucky Military History Museum. Operating hours vary, but all three will be open most of the day on Saturdays and on Sunday afternoons. There is no admission charge on the second Sunday of each month.

RESERVATIONS AND MORE INFORMATION

You may make online reservations for any of Kentucky's State Resort Parks at <http://www.kentucky-tourism.com/>.

For information on Paintsville Lake State Park, call (606)297-8486 or (606)297-8488.

For more information on the Mountain Arts Center in Prestonsburg, visit <http://www.macarts.com>.

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KECC

CHANGE FOR TODAY



The 2004 Kentucky Employees Charitable Campaign (KECC) is in full swing. The annual campaign was kicked off at Frankfort's Civic Center on August 18. The event featured this year's campaign theme, *Change for Today, Hope for Tomorrow*, and the kickoff theme, *Serving Up Kentucky*.

Guests at the kickoff included Governor Ernie Fletcher and First Lady Glenna Fletcher, along with Secretary Allyson Handley, who is the chairperson of this year's campaign.

Cabinet secretaries donned decorated aprons to distribute ice cream treats to attendees, who could purchase lunch on-site. The aprons were

designed by employees and featured the kickoff theme, *Serving Up Kentucky*. The prize for best design was awarded for the apron worn by Finance and Administration Cabinet Secretary Robbie Rudolph, who accepted a trophy on behalf of his employees.

Participants also learned about the six KECC charities during the event. (See "Charities" on page 7.)

The campaign continues through Nov. 10. This year's goal is \$1.3 million.

For more information on KECC, contact your cabinet's coordinator.



ABOVE RIGHT, FIRST LADY GLENNA FLETCHER PRESENTED THE TROPHY FOR BEST KECC APRON DESIGN TO FINANCE CABINET SECRETARY ROBBIE RUDOLPH; ABOVE LEFT, SECRETARY RUDOLPH'S APRON

ALL KECC PHOTOS BY
CREATIVE SERVICES

KECC

HOPE FOR TOMORROW

GOVERNOR AND MRS. FLETCHER
WITH APRON-ATTIRED EDUCATION
CABINET SECRETARY
VIRGINIA FOX (CENTER)

2004 KECC FACTS

THEME

Change for Today,
Hope for Tomorrow

LEADERSHIP

Secretary Allyson Handley
is the 2004 chairperson.
Agency coordinators are
listed on pages 6 and 7.

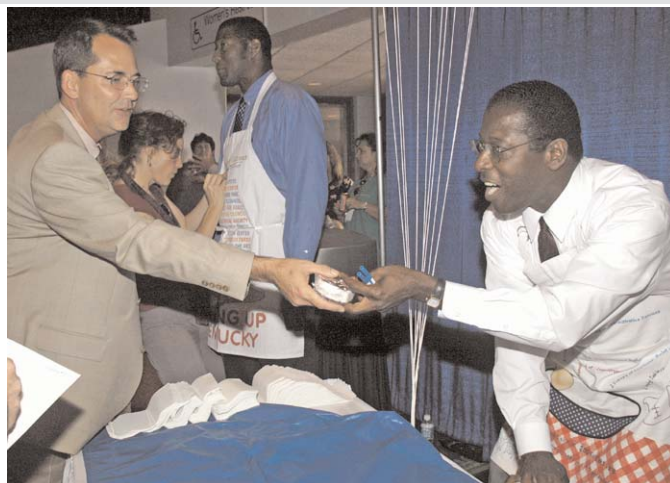
CHARITIES

There are six official participating charities:
Christian Appalachian Project, Community Health Charities, Easter Seals Kentucky, Prevent Child Abuse Kentucky, United Way and the WHAS Crusade for Children. You may also write in a qualified charity. For information, see your coordinator or visit the KECC Web site at www.kecc.org.

PERSONNEL CABINET
SECRETARY BOB RAMSEY,
IN APRON AT RIGHT,
PRESENTED AN ICE
CREAM TREAT TO
PERSONNEL CABINET
EMPLOYEE MARK WHITE



GOVERNOR FLETCHER CHECKS OUT
THE APRON DESIGNS WORN BY BRAD
COWGILL (CENTER) AND SECRETARY
ROBBIE RUDOLPH



ALL KECC PHOTOS BY
CREATIVE SERVICES

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502-595-4024

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Carol Paisley
502-573-2350

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For more KECC
information, visit the
KECC Web site at
<http://www.kecc.org>

INSTITUTE HONORS HOSPITAL EMPLOYEE FOR BEST PRESENTATION

Markeeta Wilkerson, Therapeutic Recreation supervisor at Western State Hospital, received the Ann James Award during July's 2004 Southeast Therapeutic Recreation Symposium in Greenville, S.C.



Markeeta Wilkerson

PHOTO SUBMITTED

The award is given annually by the Medical University of South Carolina Institute of Psychiatry to the best presenter at the previous symposium. Wilkerson presented a session at the 2003 Symposium titled *Living in a World of Disarray: A Look into the Mind of a Mentally Ill Person*.

NATIONAL PROFESSIONAL GROUP RECOGNIZES PARK MANAGER



Larry P. Totten

PHOTO SUBMITTED

Larry P. Totten, park manager at Lake Cumberland State Resort Park, was recognized by the American Academy of Certified Public Managers on

June 22 at the 16th Annual Professional Development Conference in Kansas.

Totten received the group's Henning Award for his career accomplishments, community service and contributions to state and national public manager organizations.

He is a 29-year career employee, all with Parks.

SCHOLARSHIPS AWARDED

ENGINEERING SCHOLARSHIP RECIPIENTS INCLUDE AN EMPLOYEE AND TWO EMPLOYEES' SONS

This year, 22 Kentucky residents were awarded Transportation Cabinet scholarships to study engineering in college.

The new group of scholarship recipients includes a current Transportation employee, Sharmista Dutta, and the sons of employees Mary Wade and Jack Conway.

Dutta already has a bachelor's degree in biology but began taking engineering classes part-time while employed in Transportation's Division of Environmental Analysis. Her scholarship will allow her to earn her degree in a timely manner. She resigned her position on August 13 to begin full-time studies at Kentucky State University. Under the terms of the scholarship, she will return to the cabinet after graduation.

Wade, of Frankfort, works in the Division of Professional Services and graduated from the University of Kentucky with a civil engineering degree, the same program her son Will is entering this fall. Conway, also of Frankfort, has worked for 25 years with the Geotechnical Branch of the Division of Materials. His son Eric is a UK freshman this fall. Both Will and Eric worked for Transportation during the summer.

The scholarships are part of a program Transportation developed in 1948 to meet its ever-present need for engineers. The agency currently employs



PHOTO SUBMITTED

454 engineers — more than any other cabinet in state government. The scholarship program pays young people to

attend college and study engineering, offers them summer employment and guarantees them a job immediately after graduation. The longest-running scholarship program in the country, it has been named one of the "Best Practices in the Nation" in the area of Workforce Development. Since the program began, more than 1,400 scholarships, representing over \$10 million in educational support, have been awarded. There are currently a total of 70 students attending school on the scholarships, which are funded by the Road Fund. Students can receive funding for up to five years of schooling, for a total value of up to \$38,400.

During the program's long history, there have been many interesting family connections among scholarship recipients. There have been seven sets of brothers — including one set of twins (Kevin and Keith Damron, District 12). There are two sets of father/son recipients, a father and two daughters, two husband and wife couples and one sister and brother.

Jo Anne Tingle, a cabinet engineer and a scholarship recipient herself, manages the program. For more information, go online to transportation.ky.gov/person/ScholarshipProgram.htm.

DISABILITY AWARENESS TRAINING The Americans with Disabilities Act

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Provided to all state agencies by the Personnel Cabinet

ETHICS ACCOUNTABILITY FOR BOARD AND COMMISSION MEMBERS

The Executive Branch Ethics Commission (the Commission) is delighted to announce the inception of an exciting new initiative that will allow members of state boards and commissions to take a leadership role in the arena of governmental ethics.

The Commission has developed a "Model Code of Ethics for State Board and Commission Members" as a minimum standard. The Commission urges each state board and commission to take the initiative in implementing ethical standards for its members by adopting, at a minimum, this model code of ethics. Public service on a board or commission is a public trust, and this is an opportunity to ratify standards of good judgment, independence, and ethical behavior that board and commission members typically exercise.

Although the employees of boards and commissions are subject to the Executive Branch Code of Ethics in KRS Chapter 11A, the members of most boards and commissions are not. The adoption of a code of ethics will strengthen and promote public confidence in the administration of a board or commission and will serve as an example for other board and commission members within state government in applying the high ideals embodied by the Executive Branch Code of Ethics. Similarly, each state college and university within the Commonwealth is in the process of developing a code of ethics for its board of trustees, as well as its employees.

All boards and commissions that formally adopt such a code of ethics by December 31, 2004, will be honored as "Leaders in Ethics" and will be given special public recognition for their commitment to integrity in government.

To obtain a copy of the "Model Code of Ethics," please contact Jo Ledford at (502) 564-7954 or jo.ledford@ky.gov, or visit the Commission's Web site at ethics.ky.gov/.

KENTUCKY EMPLOYEE ASSISTANCE

KEAP INFORMED: DEALING WITH GRIEF

By Doug Crowe Sr.

When employees are faced with the burden of grief, the Kentucky Employee Assistance Program is there to help.

Grief is a universal human response to a loss or perceived loss. Webster's dictionary traces the word back to the Latin *gravare*, "to burden," and *gravis*, "heavy." Certainly as we experience grief we do feel burdened or weighed down. Grief is a healthy human response to situations such as death, divorce, injury or other loss. Grief involves all the processes of how we interact with the world, mental, physical and emotional. Grief is intensely personal, and not everyone goes through it at the same level or in the same length of time. Many mental health professionals describe the process in stages: Denial, Anger, Bargaining, Depression and, finally, Acceptance.

Denial can be a protective response to learning of a loss. "Oh no, I don't believe it," is not an uncommon expression upon hearing bad news. Denial works well initially, perhaps as a buffer to buy time to process the information, but it can become unhealthy if prolonged or used exclusively to deal with all of life's problems.

Anger is also a healthy human response when not over-used. Anger can provide energy for change, such as the development of seatbelts in response to deaths in automobile accidents. During this stage, the person is likely to alienate others and to be inconsolable. Sean Penn's character in the movie *Mystic River* portrays this perfectly.

Bargaining may include ask-

ing for something to be undone in return for a change in allegiances or behaviors. It may include such thoughts as "If only ___ then I will ___," "Why me?" or "Why not me?" People at this stage may be vulnerable to manipulation.

Depression, a sense of great loss, comes next and is the feeling we usually associate with grief. In order to move through depression and not get "stuck," it is important for the grieving person to express her or his feelings. Just listening to the grieving individual can be helpful in this stage. Suicidal thoughts or prolonged depression can be treated with professional counseling or medical attention.

Acceptance is the final stage and takes the longest to reach. There may be some revisiting of the feelings and thoughts of the earlier stages. Turning attention to the needs of others can help the grieving person feel more at peace as he or she begins to reach out.

Bert Atkinson, writer/producer of the video tape, *Grief in America*, sees four tasks in getting through grief: Accepting the loss; Feeling the pain; Readjusting or discovering one's self and Relocating the loss in your life. That is, not forgetting or diminishing but appreciating what one has had and doing one's best to fulfill her or his own role in life. As for the best way to help others who are grieving, listening, caring and being present are among the most important things we can do for others going through this process.

If you need help in dealing with grief or other work/life problems, please call KEAP at (502) 564-5788 or 1-800-445-5327.

From RAMSEY, Page 1

country, we get less physical exercise, and we have more diabetes, cancer and heart disease. We need health insurance reform for the individual market and for state employees. We need to promote preventive medicine."

In the Personnel Cabinet, our Department for Employee Insurance has been working diligently on health care options for state employees for the 2005 calendar year. Please be assured that we are doing everything possible to provide employees the

best possible coverage at a cost that is fair to everyone.

It is important to keep one factor in mind. That factor is simple – wellness. Wellness means that we, as employees, take a proactive approach to the issue of health care. Instead of simply reacting to an illness, we must first do everything we can to be healthy.

For a pool of more than 25,000 employees, this means many things. For some, it means remaining active by walking, working out, or taking other steps to help stay healthy. For others, it means even greater chal-

lenges – challenges such as controlling diabetes, eating healthy or making a pledge to stop smoking.

Whatever the challenge may be – and whether it is great or small – in the end, if we all work at being well, we can help curb the increasing cost of health care. This is truly an instance where each of us can make a difference.

As we roll out health care options for the upcoming year, I hope each and every one of you keeps the goal of wellness in mind. Wellness is a gift we can give ourselves that will reap rewards for years to come.

From RUDOLPH, Page 2

Question: How would you describe the transition from Rudolph Tire to Kentucky state government?

Answer: State government has been a big change for me. I worked at Goodyear Tire when I was in high school and college and have been in the tire business ever since. At Rudolph Tire, I have about 50 employees. In the Finance and Administration Cabinet, I have about 2,100, but I still follow the same basic business principles. I have a great management team in place and they have really helped make the transition a smooth one.

Question: In addition to your tire business, you have also been a very active in leading mission groups to Brazil. What has been your most memorable experience as a volunteer on those mission trips?

Answer: At the end of my first mission trip to Brazil in 1988, nine people were baptized in the Tapajos River, which flows into the Amazon River. Since that time, we have built a lot of churches and one hospital. Nearly 70,000 people have received much needed treatment from the medical professionals who participate in these trips and more than 28,000 teeth have been extracted by our volunteer dentists. Another 27,000 plus have been fitted for

eyeglasses. To me, the unsolicited giving of the best you have on behalf of another, regardless of the response, is what it's all about. Just giving of yourself without expecting anything in return.

Question: What do you like best about working in the Finance and Administration Cabinet?

Answer: I'd say the best thing about working for the Finance and Administration Cabinet is that I have the opportunity to save the Commonwealth a lot of money. We have already made huge strides in our efforts to collect past due taxes and we are now beginning to work with the counties and courts to help them collect past due property taxes, fines and fees. There is an estimated \$1 billion out there in collectibles due to the state and counties when you add all the delinquent taxes and outstanding fees together. In addition to the collections, we have been implementing ways to be more efficient in our purchasing and contracting, which will also save the Commonwealth money.

Question: What philosophy do you bring to your job as Secretary of the Finance and Administration Cabinet?

Answer: Responsibility is the key to my philosophy. I expect all of us to do our jobs and do them well, while spending as little of the

Commonwealth's money as possible and saving as much as we can. Time and attendance is also very important to me. I expect my employees to be on time and to show up for work every day. I believe that is what the taxpayers expect from our public servants.

Question: What other areas of state government are you most interested in learning about?

Answer: All of it is interesting to me. Every time I talk to one of the other Cabinet secretaries, I'm interested in what they are doing. As Finance Secretary, I've been involved with the other secretaries on many different issues. Each one brings a very unique and diversified expertise to state government and I have enjoyed learning from each of them. I also enjoyed working with the former Workforce Cabinet during my time on the transition team.

Question: What one thing do you hope people will remember about you from your tenure as Secretary of the Finance and Administration Cabinet?

Answer: That I was a good steward and saved the Commonwealth a lot of money by making government more efficient in both its procurement and collections. That's what I work on every day and I hope that's what people will remember about me.

FREE TIME

COMMUNIQUÉ CROSSWORD

CAREERS AND PLACES

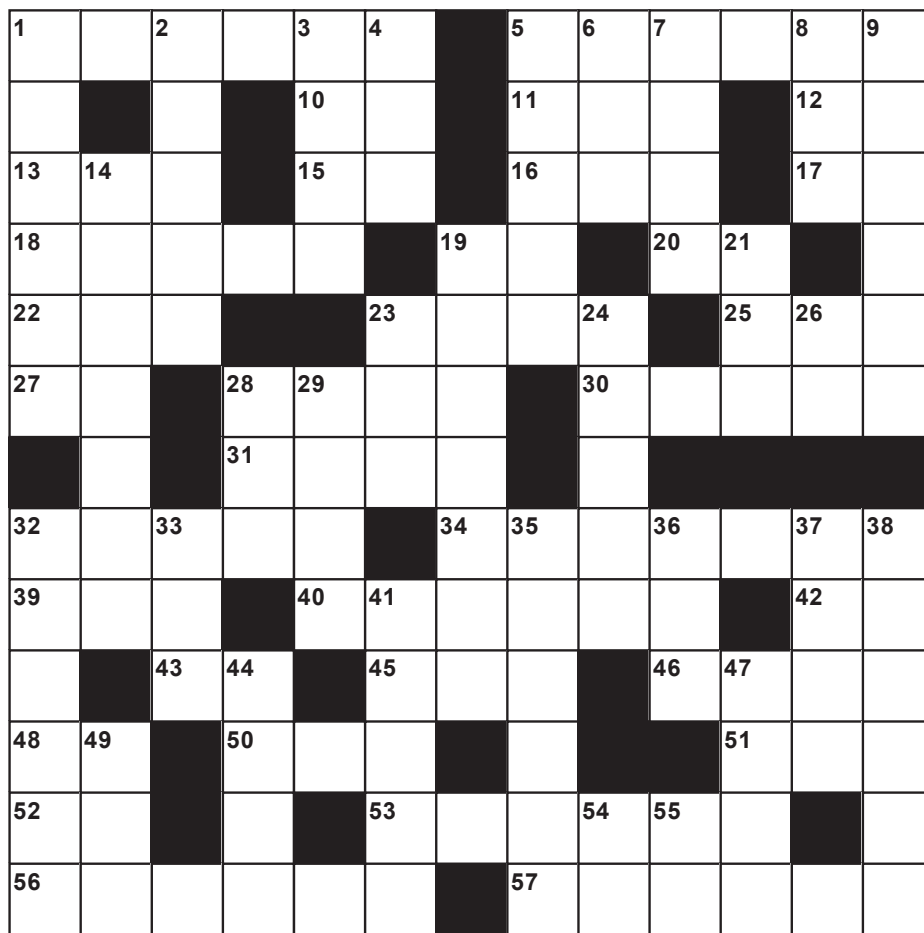
BY MARGARET DAVIS HARNEY

ACROSS

- 1 Governor Fletcher's profession by training
 5 Lieutenant Governor's profession by training
 10 First state
 11 Shout of approval
 12 Smallest state
 13 Type of retirement account
 15 He should phone home
 16 Affirmative
 17 Type of degree
 18 Election participant
 19 Movie state
 20 Follows la
 22 Sight organ
 23 Jim Jones and his followers were one
 25 Person at the head of the co.
 27 Egyptian sun god
 28 Next to or lean on
 30 Large body of water
 31 Ringlet
 32 If not one, it's this
 34 Large residences
 39 Type of grain or bread
 40 Most unusual
 42 Roman 6
 43 Belongs to me
 45 Small way to say The Big Apple
 46 Self-assured flair
 48 Student who helps the prof.
 50 Section of a play
 51 Writing substance
 52 Sound of disappointment or surprise
 53 Sections of 50 across
 56 Personnel and Commerce brothers, Bob and Derrick _____
 57 Anger makes one lose it

DOWN

- 1 Vehicle operator
 2 Type of container
 3 Above
 4 Plague-carrying rodent
 5 Faithful



- 6 With 8 and One, a Kentucky beverage
 7 Where cowboys live and work
 8 Time period
 9 A hair decoration
 14 King's family
 19 Eating utensils
 21 Frozen water
 23 Mongrel dog or mean person
 24 Common word at the courthouse
 26 Invoice term
 28 Pro
 29 Prickly plant part, clings to clothing
 32 Skilled public speaker
 33 Sewn edge of a garment
 35 Hidden information
 36 Dined
 37 AKA Ed, author of 87th Precinct novels

- 38 Lead for the fishing line
 41 Impatient
 44 Animals or talks a lot
 47 Speech problem
 49 Sound of discovery
 54 Northerly direction
 55 Dorothy's Kansas Auntie

Note: Look for the solution to this puzzle in the next issue of *Commonwealth Communiqué*.

The difference between the right word and the almost right word is the difference between lightning and the lightning bug.

MARK TWAIN

CONTEST EXTENDED TO INCLUDE BRANDING

NAME THE NEWSLETTER CONTEST

Thanks to everyone for the more than 100 suggestions we have received as new names for the *Commonwealth*

Communiqué. There have been many thoughtful suggestions – the decision on a new name will definitely be a tough one!

We have decided to extend the entry period for just a little longer, and here's why. Soon, as you read in the last *Communiqué*, our state will have a "brand" which will tie all our cabinets, departments and

COMMONWEALTH
COMMUNIQUÉ

agencies together. By having this "brand," our state will have a common theme by which everyone will recognize us.

When the state adopts this "brand," so will the *Communiqué*. Because of that, we would like employees to have an opportunity to incorporate the "brand" into the newsletter's new name.

For now, we are not going to set a new deadline for the newsletter. We will keep the entries we have, and will select a winner from among those and any new entries after the brand is announced.

Please continue to send your ideas to Jodi Whitaker at jodim.whitaker@ky.gov. We will keep compiling these ideas, and will still use all entries as possibilities in making a final decision.

Thanks again for your suggestions, and keep them coming!

CALENDAR OF EVENTS

October

October 7-16: National Arabian and Half Arabian Championship Horse Show, Kentucky Fair and Exposition Center, Louisville (arabianhorses.org)

October 8-9: Lake Cumberland State Resort Park's Annual Camperama, special free activities and campers stay two nights for the price of one, Jamestown (Call (270)343-3111)

October 8-10: Kenlake State Resort Park Fall Celebration, special activities and campers stay two nights for the price of one, Hardin (Call (270)474-2018)



October 9-10: Fall Crafts Show, Kentucky Dam Village State Resort

Park, Gilbertsville (state.ky.us/agencies-parks/kydam2.htm)

October 10: Kentucky Special Olympics Horse Show, Kentucky Horse Park, Lexington (Call Josh Cox at (800)633-7403)

October 15-17 Halloween Spook-out, Barren River Lake State Resort Park, Lucas. (kystateparks.ky.gov/barren.htm)



October 21-23 and Oct. 29-31: White Hall State Historic Site's Annual Ghost Walk, \$10 per person, reservations required, Richmond (Call (859)623-9178)

October 30: Halloween Benefit Trail Ride, Central Kentucky Riding for the Handicapped, Kentucky Horse Park, Lexington (Call (859)231-7066)

October 31: Ghost Stories from a Cave, Carter Caves State Resort Park, Olive Hill (state.ky.us/agencies/parks/cartcave.htm)

October 31: Daylight Saving Time ends. Remember to change the batteries in smoke detectors when you change your clocks.



November

November 2: National Election Day; use your right to vote



November 5: Nominations due to

Kentucky Commission on Women for outstanding Kentucky women, Kentucky Women Remembered project (www.women.ky.gov)

November 11: Veterans Day (Official state government holiday)



November 13: *Night of 1,000 Stars* dinner theater, General Butler State Resort Park, Carrollton (Call (502)732-4384)

November 13: 2004 Kentucky Book Fair, Civic Center, Frankfort (<http://www.kybookfair.org/>)

November 25: Thanksgiving (Official state employees' holiday is Nov. 25 and Nov. 26)